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Minutes of a conference and correspondence in...

[New York]

[1912]

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President Butler
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Minutes of a conference and correspondence in respect to the proposed strike by the employees of the Yonkers and Westchester Railways.

President Butler
NOV - 1912
308
Z
Box 18

Minutes of a conference and correspondence in respect to the proposed strike by the employees of the Yonkers and Westchester Railways.

These Minutes contain every communication which I have received from the employees of the Yonkers and Westchester Railroads, or from anybody on their behalf, in respect to a proposed strike, and they contain all the replies thereto made by me. Anybody who desires to consider the merits of a strike, the justice of a strike, or the position of the companies, will find the material for a judgment on these matters in this pamphlet.

F. W. WHITRIDGE,
President.

MINUTES OF A CONFERENCE HELD AT THE EXECUTIVE OFFICES OF THE THIRD AVENUE RAILWAY COMPANY ON OCTOBER 23, 1912, AT 10:30 A. M., BETWEEN A COMMITTEE OF NINE MEN, AND PRESIDENT WHITRIDGE.

PRESENT:

FREDERICK W. WHITRIDGE, President,
CHARLES LANGE (Conductor, Yonkers Railroad Co.),
CHARLES WARD (Motorman, Yonkers Railroad Co.),
EDWARD DANFORD (Motorman, Yonkers Railroad Co.),
NICHOLAS HAYES (Conductor, Westchester Electric R. R. Co.),
WILLIAM P. ANTHES (Conductor, Yonkers Railroad Co.),
SOL LEVY (Motorman, Westchester Electric R. R. Co.),
T. J. KINIRY,
STEPHEN SAVAGE (Motorman, Westchester Electric R. R. Co.),
JOSEPH SHULMAN (Motorman, Yonkers Railroad Co.).

MR. LANGE: The Joint Conference Board would like to make a request of you. We men of the City of Yonkers would like to ask a joint conference of both Committees.

MR. WHITRIDGE: Are you all here now?

MR. LANGE: We are all here except our International Officer. We would like to have the International Officer in the conference.

MR. WHITRIDGE: Do I employ him?

MR. LANGE: No, sir.

MR. WHITRIDGE: I do not care to see anybody except whom I employ. Gentlemen, I have had a good many interviews with people in Yonkers, officials and men, and the interviews have always been misrepresented. I have therefore asked this morning two stenographers to be present to make a record of what is said.

MR. LANGE: Mr. Whitridge, in your absence abroad, the members of Divisions 490 and 498 of the Amalgamated Association of Street and Electric Railway Employees of America, Division 490 representing the Yonkers men and Division 498 representing the Westchester Electric men, presented a working agreement to Vice-President and General Manager in charge of the Yonkers Division, Mr. Sutherland, and Mr. Maher, in charge of the Westchester Electric. Those gentlemen were courteous enough to tell us they had no authority to sign the contracts.

MR. WHITRIDGE: They what?

MR. LANGE: They had no authority to enter into any contract with the men working for the companies, but that you as President of the system would have to be consulted on the situation; and we decided the best course to pursue would be to wait and have an interview with you and submit our cause to you. We think you are a fair and impartial official, and if our cause is just you will give us fair and honest consideration. You may have something to say, sir, before I go any further.

MR. WHITRIDGE: No; I want to know what the object of the meeting is.

MR. LANGE: The object of the meeting is to get a working contract between the system of the Yonkers Railroad Company and the Vice-President and General Manager, or its President, yourself; and the same with the Westchester Electric—working conditions as to hours and wages.

MR. WHITRIDGE: Contract with whom?

MR. LANGE: With you, representing the Third Avenue system that controls it.

MR. WHITRIDGE: Who is going to be the other party to the contract?

MR. LANGE: The employees of the company.

MR. WHITRIDGE: Haven't you got a contract now?

MR. LANGE: No.

MR. WHITRIDGE: By virtue of your employment?

MR. LANGE: No, sir; there is no contract.

MR. WHITRIDGE: Well, then, as I understand you, you want to make, instead of the ordinary terms of employment, a written contract with each employee of the system?

MR. LANGE: No, sir; we want to make a contract with the association that makes up the employees of the system.

MR. WHITRIDGE: What is the association?

MR. LANGE: The Association is the Amalgamated Association of Street and Electric Railway Employees of America.

MR. WHITRIDGE: A pretty large order for you people. You run all the railroads in America, do you?

MR. LANGE: We are one of the local organizations of that great body.

MR. WHITRIDGE: You are a local organization of some lodge?

MR. LANGE: No.

MR. WHITRIDGE: What is the contract you want me to make?

MR. LANGE: We submitted a copy to Mr. Maher and Mr. Sutherland.

MR. WHITRIDGE: Have you a copy of it?

MR. LANGE: Yes, sir; we have one.

MR. WHITRIDGE: Will you be good enough to let me see it?

MR. LANGE: Yes, sir. (Produces the copy contract.)

MEMORANDUM OF AGREEMENT.

Entered into this day of , 1912, by and between the Yonkers Street Railway Company, party of the first part. And Division 490 of the Amalgamated Association of Street and Electric Railway Employees of America, party of the second part.

WITNESSETH.

In the operation of the above mentioned lines, it is mutually understood and agreed by both parties.

SECTION 1.

The Company agrees to treat with the properly accredited Officers and Committee of the Association on all grievances that may arise.

SECTION 2.

The working hours for all motormen and conductors shall conform as near as possible to a ten (10) hour work day, and runs less than eight (8) hours shall pay eight (8) hours' time.

SECTION 3.

The wages to be paid all motormen and conductors shall be twenty-three cents (23 cts.) per hour for the first year; and twenty-six cents (26 cts.) per hour thereafter.

Motormen and conductors operating sweepers and snow plows shall be paid at the rate of forty cents (40 cts.) per hour for such work, and no less than three

(3) uniformed men (2) motormen and (1) conductor to be placed in charge of each sweeper or plow. Motormen and conductors while being held for such work, shall be paid at the rate of forty cents (40 cts.) per hour.

SECTION 4.

Motormen and conductors working upon tripper runs, when required to make dinner reliefs or extra trips, shall be paid continuous time from the time they complete their regular run until the completion of said dinner reliefs or extra.

SECTION 5.

Any motorman or conductor slated for work, and who do not commence at the time scheduled, shall be paid continuous time from the scheduled time, or until relieved by starter or Superintendent.

SECTION 6.

No motorman or conductor, having completed his daily schedule, shall be compelled to do any extra work, excepting motormen or conductors working regular runs, and whose relief fails to appear, shall continue on such run or runs on the long lines for two hours, and short lines for one hour, and within time specified a relief shall be furnished.

SECTION 7.

Whenever the service requires the running of extra or special cars, the motormen or conductors operating such cars shall be given ample time for meals, the first meal starting at the ending of the fifth hour.

SECTION 8.

Seniority of service shall prevail. The oldest man in continuous service shall have the choice of runs, and so on down the list, until all runs are selected. After a man selects the run of his choice, according to his continuous age in the service, he shall hold said run until a change of time tables takes place, when again the bidding shall take place. When a vacancy occurs on any line, the run shall be declared vacant and hung up for bid, and the oldest man in the continuous service bidding for same shall have the preference.

SECTION 9.

In the assignment of extra work, the revolving wheel shall be in operation. For example, an extra motorman or conductor, having been slated for work to-day, shall not be again slated for work until all extra motormen and conductors have been assigned for a day's work to consist of at least eight (8) hours.

There shall be two roll calls, one at 5 A. M. and one at 10:30 A. M. It shall be called promptly.

Men working after 11 P. M. and not slated for work the next day shall not be compelled to report at the 5 A. M. roll call, but will be required to report at the 10:30 A. M. roll call, and shall hold his place on the working list accordingly. The starter or official in charge of assigning extra work shall hang work list in prominent place, which will enable all extra motormen or conductors to acquaint themselves with the work that properly belongs to them.

SECTION 10.

Whenever any member of the Association is suspended or discharged, he shall have the right to have his case

taken up by a committee of the Association, who shall wait upon the Superintendent for the purpose of adjusting the same. If no adjustment is reached between the Superintendent and the Committee, it shall be taken before the Vice-President, General Manager, and if found not guilty, he shall be reinstated in his former position and paid for all the time lost at the same rate as if he was working his car.

SECTION 11.

Any motorman or conductor promoted to an official position with the Company, and retaining such position after a period of three months, shall forfeit his seniority of service in the selection of runs.

SECTION 12.

All motormen and conductors shall have free transportation over all lines of the Company, either in civilian or uniform clothes.

SECTION 13.

It is further agreed that any matters which cannot be satisfactorily adjusted between the properly accredited officers of the Company and the properly accredited committee or officers of the Association the same shall, be submitted upon the request of either party mentioned in this agreement to a board of arbitration. And to be selected in the following manner.

The Company to select one, the Association to select one, and the two thus chosen to select the third. Either party to this agreement failing to name their arbitrator within five days from the date that arbitration is requested shall forfeit their case.

When the board of arbitration has organized they shall meet daily to hear all witnesses and take all the testimony that either side may believe necessary in establishing their case. The expenses of the board of arbitration shall be borne as follows: Each party to this agreement shall pay the expenses of their own arbitrator and jointly will pay the expenses of the third arbitrator or any other expense that may be reasonably incurred by the board of arbitration in hearing the matter.

A decision of a majority of the said board of arbitration shall be final and binding on both parties to this agreement.

SECTION 14.

In order to successfully carry out the intent and purposes of this agreement it is further agreed between the Company and the Association that all motormen and conductors now in the service of Company shall become and remain members of Division 490 during the life of this agreement and further that all men that may be employed in the future shall within thirty days after receiving employment become and remain members of Division 490 during the life of this agreement.

In consideration of the above Association through its members will do all in its power to assist the Company in carrying out to a successful end the business of the Company.

This agreement shall remain in force and be binding upon both parties mentioned for a period dating from the ..... of ..... 1912, and thereon and after unless either party to this agreement, desires any change or changes in any section or sections of this agreement.

The party desiring such change or changes shall notify the other party to this agreement thirty days prior to the ..... day of..... of each year. Stating the section or sections changes are desired in.

YONKERS RAILWAY CO.

By.....

DIVISION 490 OF THE AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA.

By.....

.....

.....

.....

.....

MR. WHITRIDGE: Now, I am rather green in this business, so you will excuse my asking you some questions. What about this Division 490 of the Amalgamated Association of Street and Electric Railroad Employees of America? How many of my employees belong to that?

MR. LANGE: All the employees of the Yonkers Railroad and all the employees of the Westchester Railroad.

MR. WHITRIDGE: You are quite sure that is the fact?

MR. LANGE: Yes; that is the fact, absolutely.

MR. WHITRIDGE: What do they do—what does the association do?

MR. LANGE: Why, the association improves their working conditions, as to hours and wages; take care of them when they are sick and disabled and unable to work; when they die provide a respectable burial, and when sick provide a certain amount of money, according to the length of membership.

MR. WHITRIDGE: How about your finances—how much money have you got in your treasury?

MR. LANGE: In our treasury in Yonkers, about $1900.

MR. WHITRIDGE: What do you do with it?

MR. LANGE: Defray operating expenses.

MR. WHITRIDGE: What are your operating expenses?

MR. LANGE: The collection of dues; the financial secretary, who gets paid for his day; the president of the organization gets paid for his day while conducting meetings, and if a committee is performing any work for the association they are paid for the number of hours according to the wages they earn.

MR. WHITRIDGE: You gentlemen are now under pay by the Association?

MR. LANGE: Yes; we are paid our day's wages.

MR. WHITRIDGE: What, if I may ask, are you paid?

MR. LANGE: Two dollars and sixty cents a day, ten hours a day.

MR. WHITRIDGE: By the Railroad Company or the Association?

MR. LANGE: By the Association.

MR. WHITRIDGE: Do you pay anybody else except yourselves?

MR. KINIRY: No, sir.

MR. WHITRIDGE: No outside people?

MR. KINIRY: No, sir.

MR. WHITRIDGE: This International gentleman, is he paid?

MR. LANGE: Not by us; by the International office located at Detroit, Michigan.

MR. WHITRIDGE: Is there anything else you want of me besides the signature of this agreement?

MR. LANGE: Sir?

MR. WHITRIDGE: Is there any other thing you want of me besides the signature of this agreement?

MR. LANGE: That is all we want, is your signature on it.

MR. WHITRIDGE: You have no complaints other than here embodied or referred to, to me?

MR. LANGE: Why, no complaints, we have stated just what we should like to work under.

MR. WHITRIDGE: I say you have no other complaints or demands to make, other than are contained in that paper?

MR. LANGE: No, sir; only this statement.

MR. KINIRY: No.

MR. WHITRIDGE: Well, now, gentlemen——

MR. LANGE: Just a moment before you proceed. I suppose we will get a fair statement of whatever we say here—will not be quoted.

MR. WHITRIDGE: What?

MR. LANGE: I suppose what we say here will be quoted by these gentlemen?

MR. WHITRIDGE: Of course; that is the object of having them, and I will send you copies of the report, because, as I said in the beginning, every time I have had interviews with people of Yonkers, either officials or men, the interview has been misrepresented, and I wish to avoid such misrepresentation. I will see that copies of these minutes are sent to each of you gentlemen.

Now, gentlemen, I might make my statement very short, but in view of the good character that you have given me, I will make it a little more discursive. I sup-

pose that every man, like myself, who has made his own way in the world, sympathizes with everybody who earns his bread by the sweat of his brow. I have every desire to promote the interests and welfare of my employees. I sent you the other day a circular which I have been trying to send you for months, which I dictated the day after my return from Europe, showing what I had been able to do with the Third Avenue Railroad. There is the circular.

(Circular produced.)

MR. LANGE: Each one of us have one in our possession. We each got one yesterday.

MR. WHITRIDGE: We will put that in the minutes:

NEW YORK, October 19, 1912.

TO THE EMPLOYEES OF THE
WESTCHESTER ELECTRIC RAILROAD COMPANY
AND YONKERS RAILROAD COMPANY:

The Receiverships of these two corporations having been concluded and the Receivers discharged, those Companies have resumed the control of their properties and I have been made the President of each of them. It has always been my desire that the employees of any company with which I was connected, should be attached to that company, for I recognize that the prosperity of any public service corporation depends more upon the loyalty and good spirit of its employees than upon any other one consideration. I have accordingly tried to do everything in my power to improve the position of the employees and make the conditions of their service satisfactory. Some three years ago, with this object in mind, I, as Receiver of the Third Avenue, established a Benefit Association, by the terms of which the employees of the company were

invited to pay in to a common treasury the sum of fifty cents (50c) a month, and if 80% of the employees joined the association, I promised that from that time forth for every dollar paid in to the association by the men, another dollar should be paid in by the companies.

I now invite you to become members of that Association, and I send you a copy of the book detailing the conditions of such membership. You, of course, understand that membership in the Association is entirely voluntary. The purpose of it is apparent. The benefits which accrue from such membership are briefly these: In the first place, there is a doctor who renders free advice to any member of the Association; in the second place, anybody who is ill or incapacitated from work for more than a few days receives $1.50 a day, and in case of death of any member of the Association an insurance is paid to the family of $250. I hope ultimately to add to this a pension system, and in the meantime I have provided employees, who would otherwise have a pension, with salaried positions in connection with the club rooms which I built for each of the companies and which were turned over to a committee of the men to take charge of. One of these rooms is now being built in Yonkers and one in Mount Vernon. The pension and the insurance are for a while fixed at an arbitrary amount because under the laws of the insurance business it will take some time to get the facts to enable the actuaries to judge how much insurance and what pensions should be paid. I append hereto a brief statement of the work of the Association for a period of three years and nine months. From this you will perceive that there are no expenses attached to the Association except the physician's pay and the actual expense of administration, amounting to $3,658.00 for the three years. The wages account referred to is in lieu of the pensions which I have above mentioned.

I should be glad if you would signify to me whether you desire to become a member of the Association or not, and proper blanks are enclosed herewith for that purpose.

FREDERICK W. WHITRIDGE,
President.

MR. WHITRIDGE: The result of that has been that the men on this system have had five thousand cases of free medical advice; they have had eighteen hundred cases of relief, and there have been about thirty deaths where the insurance paid was $250 each.

Now, I have under consideration a contract with a great insurance company to make that insurance a thousand dollars for each man. I do not know whether that will be possible or not. Of course, we will have to consult the men about that, because there is a committee on all those things. We have accumulated a fund of $50,000, which has not been invested in Third Avenue stock or any corporate stock, but in New York City bonds.

We are fellow servants, you and I, of this company, and it is our duty, as I take it, to do what can be done to promote the interests of that company, as well as our own interests. I am not in a position to make any such contract as you ask for at all, and I never expect to be in any such position. The organization which you represent and to which you belong is an unincorporated organization. It is, therefore, irresponsible, and from what I have heard of it, it is incoherent. I might be willing to say to you that if you incorporate your Union and make me a member of it, let me see that your money is honestly expended, I may do something with it, but I do not suppose you will do that. I cannot allow you to go away with any misapprehension as to the fact that an agreement with an unincorporated, irresponsible and

incoherent organization is one which I, as superintendent of the affairs of this company, cannot possibly contemplate at any time making. If anybody has at any time ever said that such a thing is possible, I want you to dismiss it from your minds.

In addition to that, there are a number of things in that contract, aside from the impossibility of making any agreement, as I say, with an irresponsible party—there are a number of things in that contract which are *per se* impossible. When you ask me in case of differences between any of you and the superintendent, to go to arbitration, it seems very much like my going to my cook and saying, "I want beefsteak for dinner." She says, "You will get lamb chops." I say "That won't do." She says, "We will arbitrate."

The conditions of service, my service, Mr. Maher's service, Mr. Sutherland's service and your service, are embodied in the law of the land, and the conditions laid down by the company. I will go into partnership with nobody with respect to the administration of this property. I have had an idea at some time of some profit-sharing arrangement, but it is too soon to talk about that; but under no circumstances will I enter into any other kind of partnership than that. I have given you one instance which is enough to show the impracticable character of the agreement. If you want to run the road under those conditions, I have told Mr. Sutherland a dozen times, "I wish to Heaven that the people of Yonkers would raise some money and buy the road." It is for sale; it is not profitable to the system. Why don't you raise some money and buy the road? If you cannot raise the money to buy it, get some people together and make a lease and run your own road.

But for the reasons which I have thus briefly indicated, it is not possible for me to make any agreement of

the character proposed. The particular agreement which you offer to me is ridiculous on its face. That is all I have to say, gentlemen.

MR. LANGE: Mr. Whitridge, just a few questions. Then you positively object to arbitration?

MR. WHITRIDGE: As a general principle, I think arbitration is one of the greatest things in the world; I am heartily in favor of it. Arbitration between my servants and me is impossible.

MR. LANGE: You also refuse to enter into a contract with the Amalgamated Association?

MR. WHITRIDGE: Absolutely.

MR. LANGE: Mr. Whitridge, I will just quote a few names of large Companies, as large and important as the ones you represent.

MR. WHITRIDGE: I do not care to discuss those things. I am familiar with the literature of this business. I do not want to be piggish, but my mind is shut. I have said what I have to say. There is no use talking or arguing about what some other person somewhere else has done. I am always open to you; I am always ready to attend to any complaint. If there is anything I can do to promote your welfare, I will cheerfully do it, but I am manager of this Company and you are my servants, as I am the servant of the Company. The conditions of your service are laid down for you in the beginning by the law.

That is all I have to say.

MR. LANGE: Those are the names; I thought I would give you the names of those companies.

MR. WHITRIDGE: I do not care for them. I am sorry I cannot meet your wishes, but it is impossible.

ADJOURNED.

LETTERS IN RELATION TO PROPOSED STRIKE ON THE YONKERS AND WESTCHESTER RAILWAYS.

NEW YORK, October 29th, 1912.

CHARLES LANG, Chairman,
J. E. SCHIMLER, Secretary,
Of the Joint Conference Board,
Divisions 490 and 498.

DEAR SIRS:—

On Thursday last I received from you a long letter purporting to be on behalf of 379 employees of the Yonkers and Westchester Railway Companies, arguing that Divisions 490 and 498 of the International Amalgamated Association of Street and Electric Railway Employees of America were much better and conferred greater benefits upon their members than the Third Avenue Benefit Association. So far as that Association is concerned, it speaks for itself. It would cost the men one-half of the amount paid by them to Divisions 490 and 498 of the International Amalgamated Association of Street and Electric Railway Employees of America, and I believe your wives and children would say the benefits derived from it were much greater than those conferred by those Divisions. I do not, however, *urge* anybody to join the Third Avenue Benefit Association, and I would never undertake to compel any much less every employee to join it, which is what you have demanded I shall do with your Divisions

490 and 498. The invitation to the Yonkers and Westchester men was for their own benefit—they can take it or leave it without prejudicing themselves in any way.

I have thought that it was none of my business whether employees under my jurisdiction were members of any association, lodge, church or political party, but since you have thrust Divisions 490 and 498 of the International Amalgamated Association of Street and Electric Railway Employees of America so forcibly upon my attention, I now think it is my duty to my fellow-servants to follow up the information you have given me about those Divisions, and on receipt of your long letter I wrote asking you to supplement it. I have received no reply. My independent inquiries into those divisions, however, now lead me to repeat the questions I asked in that letter and to make certain other observations.

FIRST: Will you send me a statement of the receipts and disbursements during the last five years of Divisions 490 and 498 of the International Amalgamated Association of Street and Electric Railway Employees of America?

SECOND: Will you allow me to put a firm of accountants upon your books to make up such a statement, or if that is not satisfactory to you, will you request the Public Service Commission of the First District to undertake such an examination of the books of your Divisions? That Body I feel sure is not unduly prejudiced in my favor.

THIRD: Will you give me the names and addresses of the people who have received sick benefits from either of these Divisions and when and how much, also the names of the physicians who attended them?

FOURTH: Will you tell me if your men are, in fact, insured, and if so, by whom? If not, what did you mean by saying they were "eligible" for insurance?

FIFTH: If you are not willing to do any of these things, will you endeavor to agree with Mr. Sutherland in asking a committee of eminent citizens of Yonkers to investigate the affairs and benefits of Divisions 490 and 498 of the International Amalgamated Association of Street and Electric Railway Employees of America and also the Benefit Association of the Third Avenue of which you have been invited to become members, and state their conclusions as to their comparative merits to the public?

I am asking these questions not in any hostile spirit, but from a sense of duty to my fellow-servants in the employ of these companies. I am frank to say to you that so far as I have gone in looking into Divisions 490 and 498 of the International Amalgamated Association of Street and Electric Railway Employees of America, I am afraid there is a good deal of humbug about them. If that is an erroneous impression, it is easy for you to remove it, and if you do so I shall be the first to apologize to you for my unjust suspicions. I am also bound to say, that if I find my suspicions are justified, I shall be inclined to think that it is my duty to exert the same power to compel my employees to leave those Divisions which you have asked me to exert to compel all my present and future employees to join them.

Finally, I want to say to you that for the last two years I have been constantly hearing rumors and mutterings about a proposed strike in the City of Yonkers. It is apparent to me that such agitation is brought about by external pressure on Divisions 490 and 498 of the International Amalgamated Association of Street and Electric Railway Employees of America. The effect of all this is, to make discipline lax, and to make the employees discontented and disloyal to the company. This cannot go on, and I shall be much obliged if you do not intend to strike if you would stop talking about it.

How a strike on the naked question of compelling me to make a one-sided and tyrannical contract with your unincorporated and irresponsible union is likely to strike

the public, you may judge from a letter I received a few days ago, a copy of which is subjoined.

Yours truly,

F. W. WHITRIDGE.

"FREDERICK W. WHITRIDGE, Esq.,
President, THIRD AVENUE RAILWAY COMPANY.

DEAR SIR:

As a daily patron of the Park Avenue Line in Yonkers I venture to enclose a clipping, the reading of which gave me much joy and aroused the hope that some day we may have a trolley service which is not run by the conductors and motormen.

The complete lack of discipline and effort on the part of the crews to make time, which exist at present, is a greater handicap to the service than the physical condition of the road (single track.)

I wish you success in any effort you may make to relieve the present condition, and, in the event of a strike, will walk all Winter without a kick if that will help."

TO THE OFFICERS AND DIRECTORS OF THE YONKERS STREET RAILWAY AND WESTCHESTER ELECTRIC RAILWAY COMPANY, NEW YORK CITY.

GENTLEMEN:

We the employees of the Yonkers and Westchester Railway Company and members of Division 490 and 498 of the Amalgamated Association of Street and Electric Railway Employees of America having received this day a circular letter signed by Mr. Frederick W. Whitridge, President of the above named Company and in such letter an invitation being extended to the employees and members of Division 490 and 498 to make application to an Association known as "The Third Avenue Provident Association" created and operated by the management of the Third Avenue Railway Co., take this means of replying to the same in the form of the following petition.

Petition.

We, the undersigned members of Division 490 and 498 of the Amalgamated Association of Street and Electric Railway Employees of America, being informed that it is the intention of the Company to establish what is known as the "Third Avenue Provident Association" among the employees of the Yonkers and Westchester Railway Company and the members of Division 490 and 498.

Therefore, we take this means of informing our committee that we do not favor such Association and will not affiliate or encourage the formation of the same, believing that the Association we are members of at the present time, namely, Divisions 490 and 498, is fully capable of taking care of all our wants and conditions, and we hereby instruct our committee to inform the Officials of the Company that the expenditures of money in the interest of the employees would be much more preferable in the form of wages than in any other way.

YONKERS DIVISION NO. 490.

Name.	Name.
S. H. Lawrence,	E. J. McGouldrick,
H. J. Hart,	T. Murphy,
J. Mottram,	J. McCoy,
R. Skehan,	E. Clinch,
J. Hope,	J. G. Cohalan,
C. Meyers,	J. Lowery,
J. Friedman,	L. Carroll,
D. J. Herley,	G. T. Wood,
D. Canavan,	J. Foley,
J. Johnson,	C. Lang,
D. J. Hurley,	N. Hayes,

Name.	Name.
P. A. Ryan,	C. Ward,
E. Dunford,	J. Conners,
H. Bernand,	J. Fitzgerald,
J. Smith, Jr.,	M. J. Kennedy,
J. Balone,	S. J. Foster,
F. E. Hyde,	W. E. Leiburg,
J. Pryor,	P. Fox,
F. J. McCaully,	M. Katz,
P. Welsh,	J. Laderinsky,
J. Kenny,	P. McCarthy,
J. Higgins,	E. J. Stanley,
J. Kelly,	J. Hart,
W. Tidaback,	T. McElroy,
J. McLaughlin,	O. Herring,
J. Monroe,	G. Delanoy,
O. McClain,	W. G. Herring,
M. J. Walsh,	P. J. Sullivan, Jr.,
Jos. H. Hart,	C. Kellerher,
M. Corbett,	H. Smith,
H. Corbalis,	H. Calsby,
M. Sullivan,	J. Smith, Sr.,
E. C. Hooper,	M. O'Grady,
P. J. Tully,	M. A. Daly,
Geo. Holden,	S. Hoey,
C. Rossiter,	A. Doty, Jr.,
C. Davidson,	W. Jones,
J. M. Hurley,	H. Moore,
E. J. Schoonmaker,	W. Hoyt, Jr.,
L. J. Murphy,	P. Mahoney,
J. Tighe,	M. Crotty,
L. Luby,	P. McHugh,
J. Higgins,	N. Appledorn,
M. Weinberger,	E. K. Bailey,
H. Nelson,	D. Moss,
R. McGuire,	R. Rutledge,
J. Cotter,	J. Shortel,
G. Geer,	H. Lambert,
F. Bryant,	C. Nelson,

Name.	Name.
T. Clark,	J. Powers,
Saml. Levy,	W. Walsh,
W. J. Hoyt, Sr.,	L. Beiner,
W. Fisher,	E. Gault,
A. Kabes,	R. Moen,
U. Vanaken,	E. Lobe,
A. J. Purcell,	C. Wilcox,
D. Sullivan,	J. Beiner,
P. Sullivan,	M. Feely,
C. R. Conlon,	S. Watt,
P. Foley,	J. Walsh,
T. Fox,	P. J. Ahearn,
P. Hart,	J. Powers,
L. O'Brien,	F. V. Crowley,
H. Treacy,	M. O'Day,
B. Flynn,	L. Costin,
D. Foley,	J. Harding,
B. Downey,	L. Moss,
P. Sullivan,	J. Qualters,
O. Depew,	J. Howard,
J. Brannigan,	P. McNamee,
J. Lapchick,	J. Price,
P. Whalen,	H. Henze,
J. Dooley,	J. H. Neely,
F. Reynolds,	J. O'Brien,
J. Judge,	J. Thompson,
P. Hayes,	T. J. Whalen,
F. M. Haight,	J. B. Grieco,
J. Leavy,	F. Shannon,
E. R. Coleman,	J. Brown,
A. Monahan,	G. Powers,
J. Baird,	H. Cossick,
A. Hallowell,	M. Dunn,
T. Buckley,	T. Muldoon,
W. Wilson,	P. Lee,
G. Wright,	C. Smith,
J. Bruke,	D. Coonradt,
J. Lewis,	T. Hushion,

Name.	Name.
P. McIntee,	D. Costello,
J. L. Weeks,	J. G. Delehunt,
T. J. Whalen,	M. Cunningham,
J. Murphy,	W. Harrington,
G. Claypoole,	M. Halley,
H. Paluch,	J. Monahan,
L. Eckert,	J. Levinus,
W. Brazil,	W. Carson,
G. McPhillipa,	J. Burdy,
T. Rooney,	J. McDermott,
A. Bricker,	C. Jaynes,
W. H. McCready,	J. G. Webb,
A. Foley,	W. Welsh,
P. Lavin,	C. Buchanan,
D. Bergen,	H. Dolse,
J. Prendergast,	S. Depew,
P. O'Keefe,	P. Ahearn,
F. Ball,	J. Gergely,
W. A. Dietzel,	H. VanWart,
R. Sloane,	J. M. Hopper,
J. Fraher,	J. Hetherington,
J. Dixon,	J. Scanlon,
D. McEwan,	J. Towers,

J. Leddy.

MOUNT VERNON AND NEW ROCHELLE.

Division 498

Name.	Name.
J. Ach,	J. Alexander,
W. P. Anthes,	C. Bonnell,
W. E. Blizzard,	J. J. Barron,
S. Berkoff,	E. Bratford,
W. J. Barr,	T. Barr,
E. Bitter,	N. D. Clinton,
J. Coughlin,	J. Collins,
H. C. Chenoworth,	T. Condon,
A. Clarkin,	D. Collins,

Name.	Name.
P. Lennon,	A. Naw,
W. Fletcher,	M. Fuller,
S. Levy,	J. Lazarus,
P. Murphy,	V. B. Mellinger,
E. Depew,	J. Cavanaugh,
C. Kennedy,	E. Motter,
E. Clough,	O. Young,
L. Williams,	E. Walsh,
H. W. Davis,	C. Cosgrove,
C. D. Williams,	F. Dougherty,
L. Katz,	W. J. Devine,
J. L. Estey,	J. Krause,
T. J. Kiniry,	W. D. Reynolds,
S. Savage,	J. Traphagen,
J. P. Dunleavy,	H. Lawrence,
P. Mulready,	P. Murphy,
J. E. Schimler,	D. Smith,
I. Dvorkin,	C. Evans,
W. Gillen,	J. Gotti,
N. E. Pascoe,	J. Wolpin,
N. DeBiase,	S. Gardner.
G. W. Keller,	M. Martin,
N. DePaul,	F. Jenke,
D. Nolan,	P. Davis,
J. F. Doran,	N. Mosseo,
J. O'Keefe,	P. O'Connor,
E. Roode,	M. Rose,
N. Eckerlin,	F. Eitler,
D. D. Gorman,	H. B. Foster,
H. P. Heins,	James Kiernan,
J. J. Kearns,	W. E. Perry,
W. J. Proe,	Walter Fitzgerald,
E. Klein,	H. Meyer,
J. Manning,	J. F. Foley,
H. Hoffmann,	J. Mullin,
M. Ryan,	R. Rankin,
G. Stanley, Sr.,	W. S. Waite,
P. Finley,	E. N. Hubbard,

Name.	Name.
E. Krumwiede,	E. Fairstein,
M. Geils,	J. Hartrey,
E. H. Fay,	W. Hernon,
J. Hernon,	G. E. Mielke,
G. Randell,	J. Schaefer,
P. Kiernan,	W. C. Keyser,
J. Rogers,	W. Stanley,
M. Woodbee,	W. Hayes,
J. Lang,	J. Lee,
D. Murray,	G. B. Pilcher,
M. J. Toewey,	D. Wolzer,
F. Walker,	R. Lawrence,
M. Mulready,	Alfred Raymond,
F. W. Turner,	A. Hogan,
W. Hyland,	J. H. Lucas,
C. Murphy,	T. Mortimer,
P. O'Neil,	L. D. Robertson, Jr.,
J. Winters,	J. Hanley,
M. Healy,	P. J. Oneill,
P. Surian,	W. Vahey,
G. Hogan,	J. O. Horarth,
W. D. Hamilton,	J. Levin,
J. C. Ormandy,	G. Ormandy,
W. Pell,	B. J. O'Reilly,
J. Murphy,	F. Quigley,
C. E. Smith,	C. E. Schoonmaker,
A. Wray,	H. Sawyer,
W. Smith,	E. E. Surian,
M. Sondon,	M. J. Bailer,
J. Crowe,	P. Cianchetti,
E. Foerster,	C. E. Kelly,
P. J. Lynch,	W. A. Hubbard.

So that our petition, which is our answer, may be clearly understood, we hereby submit the following comparisons of the different benefits of your "Provident Association" as against ours the Amalgamated Association of Street and Electric Railway Employees, Divisions 490 and 498.

FIRST: Fundamentally, the Amalgamated Association is operated and controlled by the voice and votes of its membership who select their own Officers by the Australian ballot system and once a member, the membership can be held as long as the member desires, whether he is following the occupation of a Street Railway employee or not, thereby granting the individual member the privilege of holding himself in benefit in our Association.

Whilst the "Provident Association of the Third Avenue Railway" is controlled and operated by Officials of the Company and whom assume under its own constitution full jurisdictions on any matters relating thereto, and further the membership of the individual ceases at the termination of his employment with the Company, which in our opinion is grossly unfair and demonstrates beyond a doubt that your Organization is but of a temporary benefit to those who may join it, while the benefits of the Amalgamated Association and membership are of the permanent character.

SECONDLY: Your "Provident Association" in our opinion is nothing more than a Fraternal Order with no objects in view leading to the improvement of its membership other than that of a charitable servitude.

The Amalgamated Association, on the other hand, for the past five years, has not alone taken care of our Fraternal wants by paying thousands of dollars in sick benefits and death benefits during its period of existence but it must be borne in mind that more than two-thirds of the membership of Divisions 490 and 498 are now eligible to an insurance of Five Hundred Dollars ($500.) in case of death and in a short time will be eligible to Eight Hundred Dollars ($800.) death benefit. Notwithstanding all the above statements, our Association has improved the moral, physical and financial welfare of its members having placed them in a position at the present time where they are able to enjoy at least some of the earthly comforts that they are entitled to to such an extent that conditions have been brought about by the shortening of the hours

of labor and the improvement in their weekly wage which thereby not alone improves the individual members welfare but also their families and those dependent upon them.

THIRD. Your "Provident Association" further has for one of its ends the establishing of club rooms with baths and reading rooms with games in the car barns of the Company for its membership. To this we have no serious objection.

But the Amalgamated Association has a much larger scope to its benefits inasmuch as they prefer and are seeking in its mission, the establishing of a social atmosphere where it is needed the most by placing the baths and the reading matter and the enjoyments within the reach of the families in the home, where all may share the needed benefits to the proper standard of living without being compelled to go to a car house or a club room to take a bath or to read the daily papers or to enjoy any of the social enjoyments or conditions of life that prevail.

Therefore, we have instructed our joint conference board as the preamble of our petition states; that they inform the Officials of the Company that the members of Division 490 and 498 employees of the Yonkers and Westchester Railway Company, see no need at this time of any further Organization among the employees. Therefore, we request that our Association of which we are members of and desire to remain as such, be given the proper recognition that it is entitled to and which is enjoyed throughout the State of New York where the Street Railway men are organized.

Very respectfully yours,
CHARLES LANG
Chairman of the Joint Conference Board
Divisions 490 and 498

J. E. SCHIMLER
Secretary

MR. WHITRIDGE TO MR. LANG.

NEW YORK, October 24th, 1912.

CHARLES LANG
and J. E. SCHIMLER.

DEAR SIRS:—

I have received this morning a paper, called a petition, signed by you on behalf of 379 employees of the Yonkers and Westchester Railways, the same consisting, so far as I can understand it, of an argument why the employees should not accept my invitation to join the Third Avenue Benefit Association, but so far as the petition part of it is concerned, asking of me nothing except that your Association should be put in the position which I told you yesterday it was impossible for me to allow it to occupy.

In this paper a number of statements are made in respect to the good work which has been done by your Association, which I am very glad to know about. As I told you yesterday, I am rather green about this sort of thing, and if you will be good enough to supplement the information you gave me yesterday in answer to my question as respects the work of your Association, it would very much assist me to understand the situation.

In particular, you say that more than two-thirds of the membership of your Associations are now eligible to an insurance of $500. and in a short time will be eligible to an insurance of $800. I don't understand what this means. Everybody in good health is eligible for any amount of insurance. Are these people in fact now insured and by whom? Perhaps the best way to supplement the information you gave me yesterday would be to give me a statement of how much money each one of the unions has collected during the last five years and what specific appropriation and use they have made of it. If, as I understand, the Yonkers union has a membership of some 350, and they pay in $1. a month, that makes an aggregate of some $4,200. per year, and if after several years existence

you have only $1,900. left in the treasury, it seems to me, from what experience of financial affairs I have had, that the association cannot be very prudently managed.

I quite understand I have no right to ask these questions, but I would be very much obliged if you can see your way to giving me the information which supplements that you gave me yesterday, which, as I have said above, leaves me with the impression that the funds of the association have, so far, been imprudently managed.

Yours truly,

F. W. WHITRIDGE,
President.

STATE OF NEW YORK,

DEPARTMENT OF LABOR,

BUREAU OF MEDIATION AND ARBITRATION,
ALBANY.

MR. FREDERICK W. WHITRIDGE,
President, Third Avenue Railway Co.,
New York City.

381 Fourth Avenue, New York City,
OCTOBER 29, 1912.

DEAR SIR:—

Referring to our conversation yesterday, I believe a brief statement of your position in regard to the requests presented by your employees on the Yonkers and Westchester Electric railroad, will do much to avoid the danger of serious interruption of traffic on those lines, with its attendant grave inconvenience to the public. At any rate, it will define accurately to the men your attitude. I shall be pleased to present your response to the men involved, and to the press if you desire.

With this in view I respectfully request your answer to the following questions:

1. Have you any objection to your men on the Yonkers and Westchester lines belonging to the union?

2. Will you continue to permit them to present to your or your general manager, individually or by committee of your own employees, any individual or general requests or grievances?

3. Is any change in wages, hours or general working conditions contemplated by the Company, other than

regular consistent efforts to improve the discipline and service?

4. Is acceptance by the men of the proposed insurance offer of the Company entirely voluntary and without prejudice to their remaining in your employ?

5. Have you any objection to a definition of existing working conditions of your men by a general order of the general manager after a conference between him and a committee of your employees? I remain,

Very Respectfully,

WM. C. ROGERS,
Chief Mediator.

NEW YORK, October 30th, 1912.

MR. W. C. ROGERS,
381 Fourth Avenue,
New York City.

DEAR SIR:—

Replying categorically to your letter of October 29th, I have to say—

FIRST. I have no objection whatever to the employees of the Yonkers and Westchester Companies belonging to as many unions as they like—unless I am satisfied that those unions promote inefficiency and disloyalty to the Company, or that they squander the men's money, or really entertain such notions as were contained in an article in the "Westchester Socialist" circulated by the men last week. Should I find these things to be true, I should object to the men belonging to those unions, just as I should object to their living in a scarlet fever hospital.

SECOND. In the stenographic report of my interview with the men, on page 16, it appears that I said to the men, "I am always open to you and I am always ready to attend to any complaint," which is still true.

THIRD. No change whatever in the wages, hours or working conditions is contemplated by the companies, other perhaps than a little tightening of the discipline for

the good of the service. This may be necessary as the men have devoted more time to thinking about their fancied "rights," than to the discharge of their actual duties.

FOURTH: Membership in the Third Avenue Association is entirely voluntary. I so stated in my invitation to the men and repeated it in my letter of yesterday.

FIFTH: I do not think I have any objection to such a general order as you suggest, unless the purpose of it is to spell out a contract other than that under which the men are now working, or unless the effect of it may be to mislead the men into thinking that they have got something more than they have. I should not think any such order was necessary, but I shall refer this to Mr. Sutherland for his opinion.

Much of this is anticipated by my letter of yesterday, of which I hand you a copy and make it a part of this reply.

In conclusion, I wish to have it understood that the legal relations of the men to the companies are those of master and servant. The contract between them is defined by the conditions laid down by the companies. The men have sold to the companies a part of their time and while within that time the orders of the company must be obeyed, the men must pay us no divided allegiance or expect any intermediary with their employers, it is

my intention that every man shall always be treated justly and with every possible consideration. I should never think of coercing anybody any more than I should permit myself to be coerced. Outside of the time so sold to the company, I should not dream of meddling in the men's affairs, except as above stated, and the men may have as much or as little to do with the companies as they choose. Nevertheless, I shall always strive for a sympathetic relation between the men and myself as the head of these companies and for a perception of that community of interests between the workers and those for whom they work, which I believe is the proper ideal, and will do much—if it can be realized—to increase happiness and peace in the world, although this idea is so abhorrent to the "Westchester Socialist."

I have answered your questions quite frankly, and you can make any use of the correspondence you desire.

Yours truly,

F. W. WHITRIDGE.

STATE OF NEW YORK

DEPARTMENT OF LABOR

BUREAU OF MEDIATION & ARBITRATION
ALBANY.

381 FOURTH AVENUE,

NEW YORK CITY, OCTOBER 30, 1912.

MR. FREDERICK W. WHITRIDGE,
President, Third Avenue Railway Co.,
New York City.

DEAR SIR:—

Referring to our recent conversations and correspondence, I am satisfied, after discussing the matter fully with your employees, that any dissension among them will be immediately terminated by the publication to the men of the substance of your letter to me dated October 30 as follows:

1. That you have no objection to the men having their union.

2. That the officials of the company will meet and treat with the men through committees on grievances that may arise.

3. That existing conditions as to hours, wages and working conditions will continue.

Will you kindly write me as suggested above, a brief letter without technical qualifications. It is much easier for many of the men to understand a short statement.

Very respectfully yours,
WM. C. ROGERS,
Chief Mediator.

NEW YORK, October 31st, 1912.

MR. WILLIAM C. ROGERS,
Chief Mediator, Department of Labor,
Bureau of Mediation and Arbitration,
381—Fourth Avenue, City.

MY DEAR SIR:—

I have your letter of the 30th instant in which you say that you are satisfied, after discussing the matter fully with my employees, that any dissension among them will be immediately terminated by the publication of the substance of my letter to you of October 30th. In reply thereto, I beg to say, that I prefer to have my communications published in full and accurately.

In respect to the letter now before me, I repeat—

FIRST: That I have no objection to the men having their unions.

SECOND: The officials of the Company will always meet and treat with any of the employees, individually or collectively, at any time, and the men now know it and always have known it.

THIRD: Existing terms as to hours, wages and working conditions will continue so far as I know, with such exceptions as may be necessary for the improvement of the service.

Yours truly,
F. W. WHITRIDGE.

NEW YORK, October 31st, 1912.

MR. WILLIAM C. ROGERS,
Chief Mediator, Department of Labor,
Bureau of Mediation and Arbitration,
381—Fourth Avenue, City.

MY DEAR SIR:—

When I come to read over the note to you which I dictated in your presence this morning, I think it is possible that my answer to the first clause of your letter may be misconstrued, in this particular—in writing of the Yonkers and Westchester Companies where the men have formed a union under the receiverships, I said I have no objection to their continuing the maintenance of those unions, except as defined in my letter of October 30th—that statement is not, however, to be construed as an invitation to the men of the other companies to form a union. That I should very seriously object to with such information about such unions I have thus far received.

Yours truly,
F. W. WHITRIDGE,
President.

Oct. 26, 1912.

MR. F. W. WHITRIDGE,
President, Westchester Electric R. R. Co. and Yonkers Railroad Company.

MY DEAR SIR:

I would not meddle. As a Minister of Christ, I seek only the right for every man. I do not presume to judge you, but I beg to ask that the threatened strike on the above named railroads may not come to be until the powers of arbitration are exhausted. A conference of well chosen men from each side of this question could, it appears to me, do no harm, and might, possibly, result in much good, even in averting the pending strike.

I beg to be
Most respectfully yours,

Several letters have been received from clergymen similar to that on this page, all of which have been answered in terms similar to those in the letter following.

NEW YORK, October 28th, 1912.

MY DEAR SIR:

I have your letter of the 26th instant and very much appreciate your attitude in respect to the proposed strike between the Yonkers and Westchester Roads and their employees. Those employees have stated to me that they have no complaints to make about wages, hours and treatment by their employers. The naked question which they present to me is, that I must sign a contract with an irresponsible and unincorporated union containing tyrannical provisions which would destroy the discipline of the roads. I am not in position to agree to any such proposition nor to arbitrate with the people who proposed that contract the question as to whether I shall or shall not make it.

In addition I find in a circular which has been distributed the last day or two, a quotation from the "Westchester Socialist," saying that they know little about me aside "from my pretty plan to fasten upon the workers the delusion that there is a community of interests between them and their employers." A community of interests between workers and employers I understand to be the prayer of every good Christian and every sound philosopher and economist, and every man who desires peace and goodwill in the world. The distribution of such statements seems to me not only erroneous but wicked.

Yours very truly,

F. W. WHITRIDGE,
President.

NEW YORK, October 29th, 1912.

MR. HENRY HOGEBOOM,
170 Broadway,
New York City.

MY DEAR SIR:—

I have a memorandum of your telephone conversation at my office yesterday. The men in Mount Vernon are now working on exactly the same terms and conditions as prevailed when they were working under the Receiver, and I see no sense in signing an agreement that what is—is. They have misrepresented the matter. What they have asked me to do is to make a contract with their labor union, that contract containing one clause which would destroy discipline and at least one other which would be entirely illegal.

I hope for the sympathy of the public in all these matters as I am endeavoring to be a faithful public servant.

Yours truly,

F. W. WHITRIDGE,
President.

MT. VERNON, N. Y.,
October 28th, 1912.

FREDERICK W. WHITRIDGE, ESQ.

DEAR SIR:

The papers say you will not arbitrate with the men. Is not this a perfectly fair means to adjust differences? A strike is imminent, which will be at dear cost to you and them and loss and inconvenience to patrons. I am dependent upon the road for transportation.

Trusting you will be fair,
I remain,
Yours truly,
F. H. JEWETT.

150 East 3rd Street.

NEW YORK, October 29th, 1912.

MR. F. H. JEWETT,
150 East 3rd Street,
Mount Vernon, New York.

MY DEAR SIR:

I have your letter of October 28th. I shall be very sorry if there is a strike among the Mount Vernon men, particularly on a parrot cry that I have refused arbitration. Do you know what it is which is to be the subject of the arbitration? Does anybody know, and if they do, are they of the opinion that the question raised by such points should be arbitrated?

Will you kindly consider these matters and let me hear from you again?

Yours truly,
F. W. WHITRIDGE,
President.

CITY OF MOUNT VERNON, N. Y.

MAYOR'S OFFICE.

October 29, 1912.

HON. FREDERICK W. WHITRIDGE,
President 3rd Avenue Railway Co.,
130th St. and 3rd Ave.,
New York City.

DEAR SIR:

I am in receipt of a communication from the chairman and secretary of the Joint Conference Committee of Divisions 490 and 498 of the Amalgamated Association of Street and Electric Railway Employees of America.

They are desirous that Mayor Lennon, of Yonkers, Mayor Waldorf, of New Rochelle and myself, meet you in reference to the questions now in dispute between you as President of the Westchester Electric Railway and the Yonkers Street Railway Company, and the employees of your road.

Personally, I feel that this matter should be arbitrated and have written Mayor Lennon and Mayor Waldorf and have sent them a copy of my letter to you.

Will you kindly inform me if you will receive us in reference to this matter and when it will be convenient for us to call upon you.

Awaiting your favors, I beg to remain,

Yours very truly,

EDWIN W. FISKE,
Mayor.

NEW YORK, October 30th, 1912.

THE HON. EDWIN W. FISKE,
Mayor of Mount Vernon,
Mount Vernon, New York.

MY DEAR SIR:

I have yours of the 29th instant. I am quite ready to meet Mayor Lennon of Yonkers, Mayor Waldorf of New Rochelle, and yourself any morning at this office that may suit your convenience.

I observe you say that you feel this matter should be arbitrated. Before your interview takes place, would you be good enough to tell me what the matter is which you think should be arbitrated.

Yours truly,

F. W. WHITRIDGE,
President.

CITY OF NEW ROCHELLE.

October 31, 1912.

HON. FREDERICK W. WHITRIDGE,
130th Street and Third Avenue,
New York City.

DEAR SIR:—

I enclose herewith copy of resolution adopted by the Council of the City of New Rochelle on the 29th instant which is self-explanatory.

Very truly yours,
AUGUSTUS GERRITZEN,
City Clerk.

TRANSCRIPT OF MINUTES OF ADJOURNED REGULAR MEETING OF THE COUNCIL OF THE CITY OF NEW ROCHELLE HELD TUESDAY EVENING, OCTOBER 29, 1912.

On motion of Councilman Archibald, seconded by Councilman Valentine, the following resolution was adopted. The roll call showing the following vote:

Ayes: Councilmen Archibald, Cordial, Douglas, Koch, Moneuse, Moran, Scott, Valentine.

Nays—None.

WHEREAS, it is a matter of rumor that certain differences have arisen between the management of the Westchester Electric Railroad Company, on the one hand, and the motormen and conductors in the employ of the said Company on the other hand; and

WHEREAS, it is a matter of rumor that said differences may lead to a strike on the part of said motormen and conductors, which said strike would subject the public to great hardship and inconvenience, now, therefore,

BE IT RESOLVED, that we, the Council of the City of New Rochelle, on behalf of, and as representatives of, the residents and property owners of said City, do most sincerely deplore the possibility of such a strike and do hereby most earnestly beseech and entreat the said two contending parties, namely: The said management on the one hand and the said motormen and conductors on the other hand to get together and to adjust their said differences if any there be to the end that the people of this City

may be spared the trouble and hardship which a street railroad strike would occasion; and

BE IT FURTHER RESOLVED, that we, as such Council, and each of us as individuals, exercise our and each of our best endeavors to bring about a settlement of such differences; and

BE IT FURTHER RESOLVED, that the City Clerk be and he hereby is directed to transmit a copy of this resolution to Frederick W. Whitridge, President of the Westchester Electric Railroad Company; also a copy hereof to the representative of the said motormen's and conductors' association.

Approved October 30th, 1912.

FREDERICK H. WALDORF,
Mayor.

NEW YORK, November 1st, 1912.

Mr. AUGUSTUS GERRITZEN,
City Clerk,
New Rochelle, New York.

MY DEAR SIR:—

I have your letter of October 31st enclosing to me a transcript of the Minutes of the Adjourned Regular Meeting of the Council of the City of New Rochelle, held on Tuesday evening, October 29th. In reply thereto I send you herewith a copy of the stenographic report of the meeting held between me and the representatives of the employees of the Yonkers and Westchester Roads, and also certain correspondence which has followed that. From this you will see that there is no question between the men and the companies as to their hours, their wages, or their general working conditions, all those are stated to be satisfactory. The men desire me, however, to execute an agreement, part of which would destroy all the discipline on the roads and another part of which would be illegal and has been so held by the Courts when it was originally presented to the Courts by the Receivers. I do not, therefore, know how it is possible for me to "get together."

I notice in a circular signed by Mr. Lang and Mr. Schimler this statement: "At the beginning of the organization (the union) or shortly afterwards, the roads were placed in the hands of Receivers and the organization was fully recognized by both Receivers and a written agreement established between the Receivers and the members."

That statement does not happen to be true. Any argument based upon it therefore is delusive.

Yours truly,
F. W. WHITRIDGE.

MOUNT VERNON, N. Y., October 26, 1912.

MR. FREDERICK W. WHITRIDGE.

DEAR SIR:

Without being altogether conversant as to the cause of the differences existing between the employees and the management of your road, I wish to express my hope that an amicable arrangement may be arrived at which will prevent any serious trouble. We merchants are naturally affected by any trouble which may prevent or disturb the traffic and we sincerely trust that you may use your offices to prevent any strike on the roads running into our City.

Very truly yours,

M. E. GENUNG,
of Genung & McArdle.

NEW YORK, October 30th, 1912.

MR. M. E. GENUNG,
34 South 4th Avenue,
Mount Vernon, New York.

MY DEAR SIR:—

I have yours of the 26th instant, and send you copies of the interview between the men and myself and the recent correspondence which I have had with them, so that if you will take the trouble to read them, you will see what the differences are between the employees and the management of the Westchester Road. I will do everything in my power to avoid a strike, but if it occurs it will not be my fault, and I shall be very glad to hear of any merchant or any employer of labor of any kind who has agreed to the proposition—that in the case of disobedience of any order given by him to his employees, the employee has a right to have an arbitration as to whether or not he shall obey it.

Yours truly,

F. W. WHITRIDGE,
President.

NEW YORK, November 2nd, 1912.

TO THE HON.
MAYOR FISKE of Mount Vernon,
MAYOR LENNON of Yonkers,
MAYOR WALDORF of New Rochelle.

MY DEAR SIRS:

I have received from you a paper called a "Proposition as Means of Settlement," reading as follows:

> "FIRST: That the officials of the companies have no objections to their employees of the Yonkers Street Railway Company and the Westchester Electric Railroad Company, belonging to the Amalgamated Association of Street and Electric Railway employees of America through their divisions, "viz." 490 and 498.
>
> SECOND: The companies through their officials will treat with the Committee of the employees on all grievances that may arise affecting their employment.
>
> THIRD: The working conditions and scale of wages prevailing at the present time on the "LINES" of the Yonkers Street Railway Company and the Westchester Electric Railroad Company shall continue,"

which I understand you desire me "to agree to."

In reply to that I have to say that these propositions have all been answered in my correspondence with the representatives of the Department of Labor, in letters copies of which I hand you herewith, and my views stated in those letters are still true and will remain true. I am not prepared to say more or to have any further conferences about the matter.

Yours truly,
F. W. WHITRIDGE,
President.

JEREMIAH D. TOOMEY,
18 East First St.
Mt. Vernon, N. Y.

FREDERICK W. WHITRIDGE, ESQ.,
President, Yonkers & Westchester R. R. Companies.

DEAR SIR:

I am affiliated with the National Progressive Party and as its candidate for Surrogate of this County, I have been engaged during the last three months in attempting to arouse citizens to present political conditions. I am a member of this great party because I believe, among other things, that the time has come when "human rights" as contradistinguished from "property rights" is entitled to the first consideration of all true patriotic citizens. I, therefore, feel it my duty to the citizens of my county, to call even to your attention certain views which I have on the impending controversy between your employees and yourself, and which common rumor says may result in a strike and attendant hardships upon not only your employees and your companies, but upon an innocent general public who are compelled to depend upon your railways for transportation to and from their daily work. You may be right in your determination as announced that "there is no controversy" and "nothing to arbitrate," but your employees also announce that there is. That situation in and of itself satisfies the general public whom your companies are bound to serve under your franchises from them, that there is need of some action by some one in order to restore such harmonious action as will insure to the public good service. The *ipse dixit* of yourself or your employees will not settle the question in the public mind.

Clearly a determination even of this preliminary question by an unbiased tribunal can do no harm and will at least indicate an inclination to respect the needs of the public. As you well know, this Progressive Party of today is such a tremendous uprising of people that it will probably elect a President of the United States although it is but a few months in existence. In its National and State platforms, both, it provides as follows—"We favor the organization of workers, men and women, as a means of protecting their interests and of promoting their progress." If this Progressive Party is receiving the support of so large a part of the general public, its platform must express the sentiment of that part of the general public. Why then seek to run contra to the public sentiment? Inevitably the will of the people will prevail and attempted delays thereof always result in more forceful expression when it arrives. It seems to me therefore that in all fairness to the travelling public as well as to your employees, you should forthwith ask that whatever dispute there is between you, or if you so choose to put it—whatever demands your employees make upon you that you will not concede and which threaten to result in a strike, should be arbitrated before some unbiased tribunal.

Respectfully yours,

JEREMIAH D. TOOMEY.

NEW YORK, November 4th, 1912.

MR. JEREMIAH D. TOOMEY,
18 East First Street,
Mount Vernon, New York.

MY DEAR SIR:

I have your letter without date and I send you a record that has been made between the proposed strikers of the Westchester Road and myself. If you will kindly read that through after the election I think you will see that the question to be arbitrated was whether or not I should be compelled to execute the agreement put before me by the unions. That agreement provided in clauses 10 and 13 that every case of suspension or discharge of an employee should be submitted to arbitration. This, of course, would be absolutely destructive of discipline and no administrative functions can, in my judgment, be discharged in any such manner. Had I consented to arbitrate whether or not I should be compelled to execute an agreement providing that every executive order might become the subject of arbitration, I should have been a faithless public servant. In Section 14 it is provided that all my employees now and hereafter should "become and remain" members of the union. That I submit is perfectly ridiculous, beside being illegal, and to submit to arbitration the question whether I should

agree to make a contract containing such provisions, would be the part of a fool.

I am a Progressive myself and I hope you will be elected Surrogate. I see no reason why the Progressive Party should not be successful at the election, except that it is suspected of a certain muddle-headed sentimentalism, of which—you will pardon me for saying—I think your letter is an excellent example.

Yours truly,

F. W. WHITRIDGE,
President.

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